

Teacher Classification

Incremental Advancement

TEACHER CLASSIFICATION	WAGE		YEAR OF SERVICE
	2026 Salary	Progression/Requirements	
LEAD	\$147,048	<ul style="list-style-type: none"> Certification required Open to Teachers Classified as Proficient Level 5-8, Middle Leader, and Senior Leader 	
HAT (Highly Accomplished Teacher)	\$134,695	<ul style="list-style-type: none"> Certification required Open to Teachers Classified as Proficient Level 5-8, Middle Leader, and Senior Leader 	
EXPERIENCED PROFICIENT TEACHER	\$126,795	<ul style="list-style-type: none"> Completed 3 years full-time equivalent service on Proficient 8 Discussion required informed by focus areas and descriptors of the APST for HAT career stage 	
PROFICIENT 8	\$124,724	<ul style="list-style-type: none"> Twelve months* 	9
PROFICIENT 7	\$120,229	<ul style="list-style-type: none"> Twelve months* 	8
PROFICIENT 6	\$114,956	<ul style="list-style-type: none"> Twelve months* 	7
PROFICIENT 5	\$112,295	<ul style="list-style-type: none"> Twelve months* 	6
PROFICIENT 4	\$107,988	<ul style="list-style-type: none"> Twelve months* 	5
PROFICIENT 3	\$99,621	<ul style="list-style-type: none"> Twelve months* 	4
PROFICIENT 2	\$95,141	<ul style="list-style-type: none"> Twelve months* 	3
PROFICIENT 1	\$90,831	<ul style="list-style-type: none"> Twelve months* 	2
GRADUATE	\$86,600	<ul style="list-style-type: none"> Twelve months* 	1

*Twelve months full time equivalent hours equals 1,200 hours